

**PERSON SPECIFICATION**  
**BEHAVIOUR SUPPORT ASSISTANT**

	<b>Essential</b>	<b>Desirable</b>	<b>Assessment Method</b>
<b>Training and Qualifications</b>	<ul style="list-style-type: none"> <li>Education to GCSE/O level standard, including Level 2 qualification in English and Maths</li> </ul>		<ul style="list-style-type: none"> <li>Application form</li> <li>Qualification certificates</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>Experience of dealing with young people who display challenging behaviour.</li> </ul>	<ul style="list-style-type: none"> <li>Previous role in an educational establishment.</li> <li>Experience of working with young people in an outdoor setting.</li> </ul>	<ul style="list-style-type: none"> <li>Application form</li> <li>Interview</li> <li>References</li> </ul>
<b>Skills</b>	<ul style="list-style-type: none"> <li>Good communication and interpersonal skills</li> <li>Good organisational skills.</li> <li>Ability to work and communicate with young people 1:1 and in small groups.</li> <li>Good ICT skills e.g. MS Word &amp; Excel.</li> </ul>	<ul style="list-style-type: none"> <li>Experience of using SIMS</li> </ul>	<ul style="list-style-type: none"> <li>Application form</li> <li>References</li> </ul>
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>Ability to maintain confidentiality</li> <li>Patient and a calm approach</li> <li>Ability to work on his/her own initiative and as part of a team</li> <li>Display commitment to the protection and safeguarding of children and young people</li> </ul>		<ul style="list-style-type: none"> <li>Interview</li> <li>References</li> </ul>
<b>Other</b>	<ul style="list-style-type: none"> <li>A willingness to undertake the necessary training to enhance the effectiveness of the role.</li> <li>A willingness to take on new challenges and continue professional development.</li> </ul>		<ul style="list-style-type: none"> <li>Application form</li> <li>Interview</li> <li>References</li> </ul>